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COUNTY In focus

Learning, living, and leading...together.



what's cooking, Campbell?>>>

Easy Blackberry Cobbler

Ingredients

- 1 box cake mix (yellow)
- 1/2 cup butter (softened)
- 3 cups blackberries
- Vanilla ice cream for serving



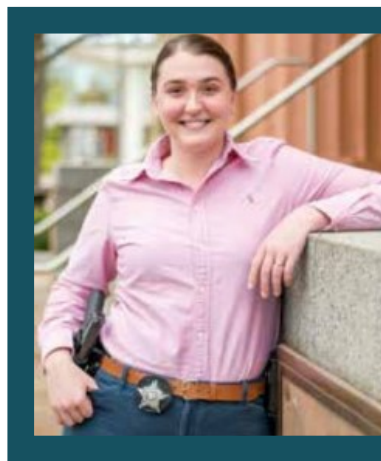
Directions

- Preheat oven to 350 degrees.
- Place the cake mix into a mixing bowl, and work in the butter until the cake mix resembles corn meal.
- Spread the berries into a 9x13 inch glass baking dish, and sprinkle evenly with the crumb topping.
- Bake in the preheated oven until the berries are tender, and the crumb topping is golden brown, about 30 minutes.
- Serve with a scoop of ice cream and enjoy!

Millennials Making a Difference

Katie Lane and Skyler Mann recognized as 2020's Millennials on the Move

Annually, supervisors and managers make recommendations to the Public and Employee Relations Department for those young professionals that are setting the bar in public service. These recommendations are compiled, and submitted each spring to Lynchburg Business Magazine for consideration in their Top 20 Under 40, or Millennials on the Move campaign, which is an annual competition to highlight the region's leaders. The program is designed to recognize individuals under the age of 40 who have achieved outstanding performance, have a strong record of innovation in their field or a clear track record of meaningful community involvement.



For the past five years, Campbell County has been fortunate to have had an employee receive this prestigious honor. This year, we celebrate two - Investigator Skyler Mann with the Campbell County Sheriff's Office, and Katie Lane, Youth and Community Outreach Coordinator, with the Campbell County Public Library.

Both of these young women join the ranks of 18 other impressive millennials in the Central Virginia region who are outstanding in their field.

Please join us in recognizing their accomplishments, and be sure to check out their interviews in the Lynchburg Business magazine by visiting the [Millennials on the Move](#)

[website.](#)

We don't grow when
things are easy.
We grow when we
face challenges.

[nationwide retirement solutions offers webinars>>>](#)

Thinking of retirement?
Ready to boost your retirement readiness? Nationwide Retirement Solutions is pleased to offer a variety of webinars to help you prepare.



Click [here](#) to register to attend. After registering, you will receive a confirmation email containing information about joining the webinar.

In this webinar, we'll share with you some key considerations as you get closer to retirement to help you be prepared for your income needs, understand your options with your deferred compensation, and the tools we offer to help.

To schedule an appointment with Lynn Robinette to discuss your Nationwide Retirement portfolio, please click [here](#).

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<https://campbellcountylibraries.org/learn/>

COVID-19/CORONAVIRUS EMPLOYEE BENEFIT OPTIONS

As COVID-19/Coronavirus cases around us increase, employees may need to navigate various benefit options. The Department of Management Services would like to extend their services to help you.

Darlene Cowart, our Benefits and HR Coordinator, is well-versed in the Families First Coronavirus Response Act (FFCRA), which became effective April 1, 2020. As criteria is varied, please contact Darlene, and she will assist on a case-by-case basis for the best outcome for you and your family.

Just to reiterate, the FFCRA requires employers to provide their employees – both full and part time – with paid sick leave or expanded Family and Medical Leave (FMLA) for specified reasons related to COVID-19/Coronavirus. The [Department of Labor's Wage and Hour Division \(WHD\)](#) administers and enforces these requirements, and these provisions will apply from the effective date of **April 1, 2020** through **December 31, 2020**.

For transparency, we are including hyperlinks to several resources; however, please know your situation may not be 'textbook,' so it is best to consult with Darlene should you have questions.

- [DEPARTMENT OF LABOR FFCRA EMPLOYEE RIGHTS POSTER](#)
- [FFCRA Fact Sheet: Employee Paid Leave Rights](#)
- [Quick Tip Poster: How much leave can employees take?](#)
- [FFCRA-Frequently Asked Questions](#)
- [Online Tool: Determine Your FFCRA Eligibility](#)- Please note: Campbell County chose to include Emergency Responders in FFCRA eligibility

Eligible County employees should contact Darlene Cowart at hr@co.campbell.va.us, (434) 332-9794 to request paid sick leave or expanded FMLA leave.

Eligible Department of Social Services (DSS) employees, please contact Lisa Linthicum, lisa.linthicum@dss.virginia.gov, (434) 332-9771 to submit your request.

Please find attached the [Campbell County Emergency Paid Leave Request Form.pdf](#), which must be submitted in order to claim paid sick leave/or expanded Family and Medical Leave (FMLA).

If an employee is out of work due to any of the qualifying reasons for leave related to COVID, it is important that either the Manager or the employee contact Darlene Cowart to discuss eligibility for benefits under FFCRA (paid sick leave or expanded family medical leave) and determine possible interaction with other forms of leave such as Workers Compensation, Short term disability (for eligible employees), or traditional [FMLA](#).

We are here for you.

If you need help, or just want to further understand your benefit options, contact Darlene Cowart, hr@co.campbell.va.us, or at extension 9794.

Stay safe!

around the square>>>

>Jason Morgan, son of Rhonda Morgan (Recreation) graduates from Liberty University with his Bachelor of Science in Fire Service Administration. A proud father of four, Jason is employed with Bedford County Fire Department as a Deputy Fire Marshal/Firefighter, and volunteers at Campbell County Rescue Squad, and Lyn-Dan Heights Volunteer Fire Department. Congratulations, Jason!

>Keira Robinson, daughter of Keitha (Registrar's Office) and Dwayne (Schools) Robinson, graduates from Liberty University with her Associate of Arts in Psychology. Keira is already a successful entrepreneur, who owns and operates Simply Grooming; an elite pet grooming business on Main Street in Rustburg. Congratulations, Jason and Keira!



Keira Robinson

Daughter of Keitha and Dwayne Robinson



Jason Morgan
Son of Rhonda Morgan

1ST ANNUAL PARK HOP TRAIL RUN/WALK TO BE OFFERED AT COUNTYWIDE PARK IN RUSTBURG JULY 28



Earlier this month, the Campbell County Parks and Recreation Department encouraged citizens to celebrate National Hop-a-Park Day™ – a day dedicated to exploring the parks and natural spaces in your communi-

ty. Celebrated annually, this activity is held on the first Saturday in July and provides a perfect excuse to get outdoors, and learn more about your environment.

Campbell County offers five parks in our locality, with the towns of Altavista and Brookneal maintaining their own sites independently. These unique spaces are centerpieces for the individual communities they serve, and each provide amenities for experienced or novice nature-lovers.

To further celebrate our natural spaces, staff has organized the first annual Park Hop Trail Run/Walk at our largest park, the Countywide Park. Located adjacent to the Seneca Industrial Park at the intersection of Route 29 South and Ewing Drive, the Countywide Park has several rustic nature trails which are guaranteed to delight outdoor enthusiasts. The event is FREE TO THE PUBLIC and will take place on Tuesday, July 28,

2020 at 6:30 p.m. Registration will be offered on-site beginning at 6:00 p.m.

The Trail Run/Walk has trails that vary in length from ¾ mile to 2 miles long, so whether you are a casual runner, or seek a more challenging distance, you'll enjoy this new system and this beautiful space.

As you can imagine, due to COVID-19/Coronavirus concerns, things will look slightly different. Social distancing will be encouraged, and participants are encouraged to bring their own beverage, sunscreen and bug spray for comfort.

If you are not a runner, staff are encouraging you to consider checking out natural spaces anyway! Your family can also earn prizes by sharing photos in our parks to our Facebook page, [@CCRDOnline](#). Don't miss out on our [Park Hop Guide](#), available on our [web-site](#), which lists our green spaces and neat features.

Please contact Randy Nixon, Athletic Director, at Campbell County Parks and Recreation Department by calling (434) 332-9570, or emailing: recreation@campbellcountyva.gov with questions.

covid-19 operations policy and return to work guidance>>>

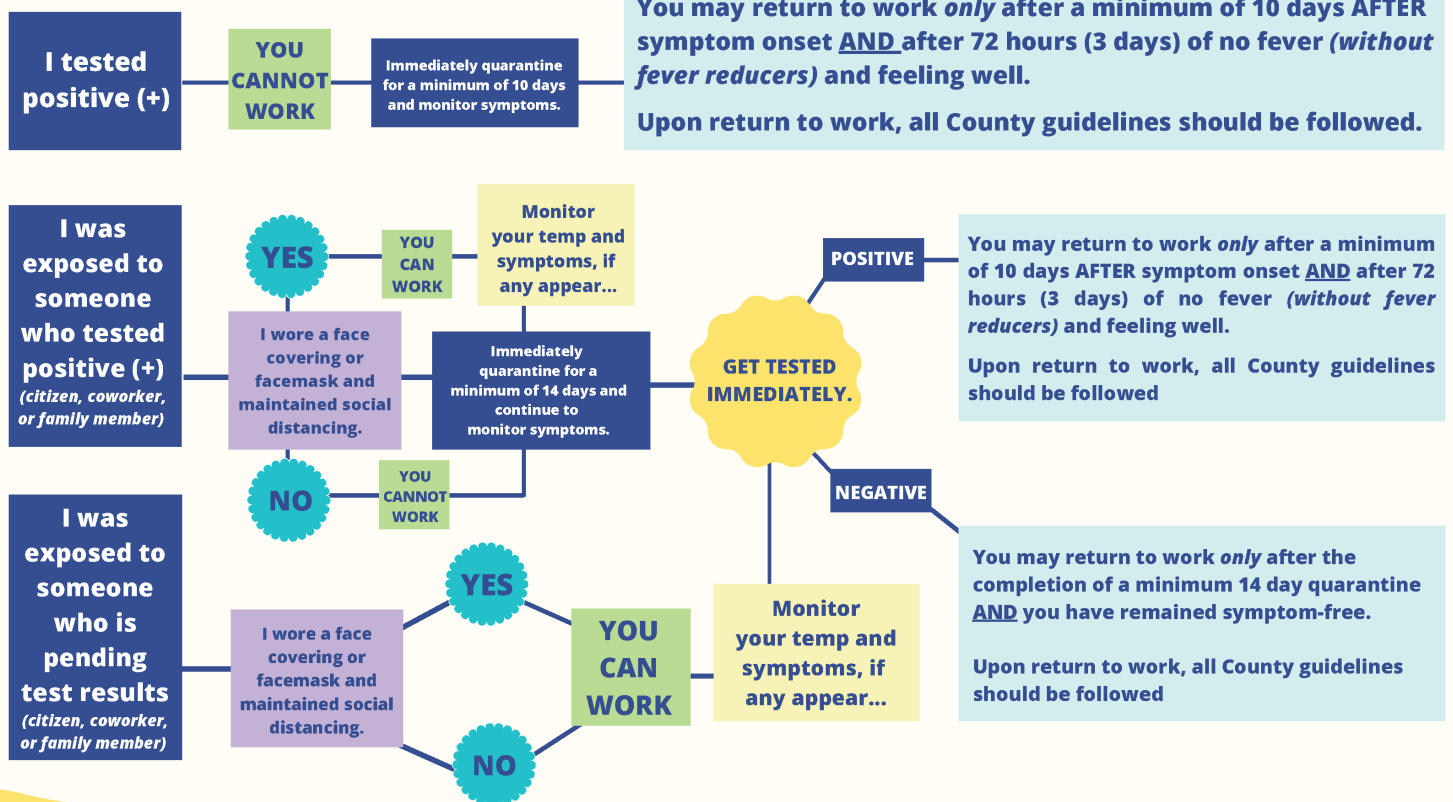
Campbell County's COVID 19 operations policy is now in effect and can be found on the [Public and Employee Relations portal site](#), or by clicking [here](#).

These policies are aligned with the COVID-19 emergency temporary standards adopted by the Virginia Department of Labor earlier this month. Please be aware that this policy is dynamic and may change in guidance and scope in the days ahead.

Managers, please follow the operations policy for complete guidelines on reporting suspected exposures. To simplify this process, case reporting to the Department of Management Services may be done by using the [Quarantine or Exposure Reporting Form](#). *NOTE: Employee medical information is confidential and will remain private. Reporting is done solely to inform our benefits staff of any needed assistance, and so that we may notify any direct-contacts of the quarantined and/or exposed employee who may need to be tested. The names of any individuals will not be disclosed.*

As a general guideline, the [flowchart](#) shown below may be helpful in determining the suitable course of action regarding COVID 19 exposure and any need to quarantine or closely monitor symptoms.

SHOULD I RETURN TO WORK? SAFE ACTIONS FOR EMPLOYEE RETURN POST-COVID-19 EXPOSURE



BE SAFE.



NOTE: If you develop symptoms, or have been exposed to anyone who has tested to positive, or is pending test results, please contact your supervisor immediately. Supervisors will be provided with guidance.



summer safety >>> tips to avoid heat exhaustion

In 2018, 162 people in the U.S. succumbed due to excessive heat exposure, according to [Injury Facts](#).

To combat heat exhaustion, it is best to stay hydrated by drinking water, taking frequent breaks if working outdoors, and monitor symptoms of heat exhaustion.

Such signs and symptoms include:

- Sweating
- Pale, ashen or moist skin
- Muscle cramps (especially for those working or exercising outdoors in high temperatures)
- Fatigue, weakness or exhaustion
- Headache, dizziness or fainting
- Nausea or vomiting
- Rapid heart rate

Uncontrolled heat exhaustion can evolve into heat stroke, so make sure to treat victims quickly:

- Move victims to a shaded or air-conditioned area
- Give water or other cool, nonalcoholic beverages
- Apply wet towels, or have victims take a cool shower

Stay safe!



upcoming meetings>>>

Campbell County Planning Commission

Regular Meeting

Haberer Building

Monday, July 27, 2020

7:00 p.m.

Campbell County Board of Supervisors

Regular Meeting

Haberer Building

Tuesday, August 4, 2020

5:00 p.m.

Campbell County Board of Supervisors

Work Session

Haberer Building

Tuesday, August 18, 2020

5:00 p.m.

Agendas, once published, may be viewed online at the Agenda Center, www.campbellcountyva.gov.

Final *thoughts*

Drawing upon both her military and corporate careers, Rach Ranton explores a central principle in group dynamics: As long as we all know what we're trying to accomplish, it doesn't matter exactly how we get there. Armed with a stockpile of lessons, she encourages leaders to adopt the best practices of a well-oiled unit. Ranton asks: If you as a leader were absent from the scene, would your team still know what to do ... and why they were doing it?



Please click on the start button above; make sure your speakers are on.